



DC COMMISSION<sup>ON</sup> THE ARTS & HUMANITIES

Strategic Plan 2021-23

Executive Summary Draft

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Submitted by

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## Executive Summary

### Themes of the Plan:

- 1. Embedding Inclusion, Diversity, Equity and Inclusion (IDEA) as the core values of Agency grantmaking and every aspect of its programs, governance and operations**
- 2. Leading the post-pandemic recovery of the District's arts and culture sector and beyond**
- 3. Improving the Agency's alignment with the Executive and Legislative branches of District Government; improving CAH governance and organizational culture**

Since 1968, the DC Commission on the Arts and Humanities (the Commission, CAH, or the Agency) has supported and advanced the arts and cultural life of the District of Columbia.

With the onset of the Covid pandemic in 2020 and the coincident national protests and conversations around historical and systemic racism, inequities, and injustices, CAH has undergone a period of intense reexamination of its programs and practices. See further discussion of the IDEA Task Force process relating to Goal One.

While this plan builds on the historical activity of the Commission providing grants to the nonprofit arts community and to individual artists, it cannot be overemphasized that the goals and strategies outlined here to be pursued in the 2021-23 period have been profoundly affected by the events of the last two years. Though challenges abound, as they do for every arts grantmaker across the country, the Commission is now in a strong position to further develop its toolkits, programs, capacities, and relationships in order to have even greater impact in its diverse communities, in the arts sector, and more broadly affecting the social and economic recovery of the District post-pandemic.

In addition to the IDEA and pandemic context of this plan, another factor affecting CAH is the fact of its becoming an independent agency of District Government in 2019. While the Mayor continues to appoint the Chair and all Commissioners, the Commission now has direct authority to hire the Executive Director, with consent of the Council. As is the case with other District Government agencies, the

Commission budget continues to be allocated by the Mayor and Council (a legislated percentage of sales tax, which is subject to change), and agency performance continues to be evaluated on an annual basis by the Council. The Agency is thus not fully independent. It is critical to the success of the Agency to build relationships with other sectors and branches of District Government.

This plan was developed in large part through consultation with the Agency's key stakeholders from February through April 2021, solicited directly through a comprehensive series nearly 50 confidential interviews and two public meetings conducted virtually due to Covid restrictions. Stakeholders included the Agency's grantees, i.e., individual artists and other nonprofit arts and cultural organizations. Also interviewed were stakeholders inside District government — the Mayor's Office and City Councilmembers, agency heads, and senior staff—and community stakeholders, such as community development organizations, BIDS, and others whose work intersects with the District's cultural life in some way. Also included were interviews with several Commissioners, IDEA Task Force Members, and the Agency's senior staff leaders.

The list of stakeholders interviewed appears as Appendix B.

The research component of the planning process involved examination of the following:

1. 2012-2020 CAH Strategic Plan
2. CAH enabling legislation
3. NEA State Partnership Guidelines
4. DC Cultural Plan
5. DC Creative Economy Strategy
6. IDEA Task Force
  - a. Findings and Recommendations
  - b. Surveys
  - c. Verbatims
  - d. Benchmarking study
7. CAH budget and organizational chart

## Key Issues

Resolving these key challenges by implementing the strategies of this plan will put CAH on track to greater success.

1. How will CAH implement and measure the success of its recent IDEA initiative (Task Force Recommendations)?
2. How will CAH lead the recovery of the nonprofit arts and culture sector in the District and position the arts as an important contributor to the District's broader economic and social recovery efforts?
3. How will CAH improve communications and strengthen community connections in order to close the gap between internal and external stakeholders' perception of its work?
4. How will CAH bring itself into greater alignment with both the Executive and Legislative branches of District Government?
5. How will CAH rethink its governance protocols to improve Commissioner and staff relationships and morale and improve the CAH brand within District Government and in the broader community?

## Key Findings

Stakeholders provided remarkably consistent messages to the Commission – on the priority of IDEA and arts sector pandemic recovery efforts, as well as the need to more fully embrace proactive communications strategies that will more tightly knit the Commission to the diverse communities it serves, as well as foster collaboration in the sector. Stakeholders also were candid in their assessment that the current level of discord among Commissioners is a distraction from the Agency’s work. Stakeholders believe that overcoming these challenges – including the frequent and destabilizing turnover in the Executive Director position – is an essential prerequisite to the Commission’s success with every element of this plan.

Stakeholders are eager for the Commission to expand its leadership role as an advocate for cultural development in the District. They strongly urged the Commission to take on a larger, visionary and more proactive leadership role. They describe an arts and culture sector that is large, creatively vital, and too often overlooked, especially in all its diverse manifestations. The field has long been beleaguered by the forces of gentrification, increasing social and economic disparity, and the stresses of sustaining a nonprofit organization or an artistic career. These challenges underscore the need for proactive leadership on the part of the Agency. There is widespread acknowledgment of the leadership platform the Commission possesses, particularly as it sits at the center of a web of relationships with other District agencies that can be more fully developed for the benefit of the arts and culture sector as well as the broader community in post-pandemic context.

Stakeholders from other units of District government observed that while every agency has the responsibility to do the substantive work with which it is charged, every agency also has the responsibility to develop a diverse and committed constituency for its work – together with a broad awareness of the benefits of its work – among District residents and taxpayers. As a possible model for the Commission, comparisons were made to the Friends of the DC Public Library, a citizens advocacy organization with ties to every neighborhood library throughout the District.

## The Plan: Goals and Strategies

There are five focus areas and goals of the plan, each with a set of accompanying strategies:

1. **IDEA – Commit to Inclusion, Diversity, Equity and Access (IDEA)** in every aspect of Agency grantmaking and other programs and operations, including governance and administration
2. **Pandemic Recovery** – Lead the post-pandemic recovery of the nonprofit arts and culture sector in the District and play an important role in the District’s broader economic and social recovery efforts
3. **Community Awareness and Connectedness** – Improve communications, raise awareness of CAH programs, strengthen community connections and networks between and among stakeholders in the field, and elevate the role of the arts and humanities throughout the District
4. **District Government Alignment** – Strengthen alignment with both the Executive and Legislative branches of District Government
5. **Governance and Organizational Culture** – Rethink governance and administrative protocols to improve Commissioner and staff relationships and morale and improve the CAH brand within District Government and in the broader community

## PUBLIC ART

In a parallel planning process, the Public Art Program is developing a Public Art Master Plan whose results will be reported on the same timeline as this plan.



Following is a summary of each area of focus and the strategies pertaining to each area that will guide the work of the Agency for the next three years.

## **GOAL ONE – Inclusion, Diversity, Equity and Access (IDEA)**

### **Commit to Inclusion, Diversity, Equity and Access (IDEA) in every aspect of grantmaking and other programs and operations, including governance and administration**

As reflected in prior strategic plans, the Agency has long had a deep commitment to cultural equity and to equitable access to cultural programs among the District's diverse population. These are values as well as goals that have been expressed in a variety of programs and initiatives over the decades, including its Arts Education and Public Art Programs. The members and staff of the Commission reflect the diversity of the District of Columbia.

In light of the national conversation around racial justice that crystallized in 2020, the Agency redoubled its efforts to address this issue by forming an IDEA Task Force composed of Commissioners, community members, and staff. From June to December 2020, the Task Force met weekly for two hours to discuss ways in which the Agency could become more accessible and equitable in its work. The result of this six-month process was a slate of 44 Recommendations developed by the Task Force that were subsequently formally adopted by the Commission. The Recommendations are hereby incorporated by reference into this 2021-23 Strategic Plan, and they appear in full in the Appendix.

These Recommendations are the strategies and specific implementation steps (timeline, cost, person/group responsible) the Agency commits to undertake in furtherance of this goal.

Progress against these implementation steps will be overseen by the Executive Director and by the Commission's newly constituted IDEA Committee, which reports to the full Commission. The Executive Director and the IDEA Committee Chair will make progress reports to the full Commission at least quarterly and will share this progress publicly.

Understanding that equity in contemporary America is better described as an ongoing quest, rather than a final destination, the Task Force employed the following definition of equity in its surveys and focus groups:

**EQUITY is giving everyone what he or she needs to be successful. Equity is not the same as treating everyone the same. Equity is operating from the understanding that individuals arrive in a given situation from very different starting points. These starting points are determined by certain social hierarchies often involving race, class, gender, age, sexual identity, etc. An**

equitable framework centers on awareness of these hierarchies, and creates systems that are actively anti-racist, anti-classist, anti-sexist, anti-ageist, and anti-homophobic/transphobic/queerphobic, etc.

1. Review and align current grantmaking policies with IDEA Task Force Recommendations
2. Develop and implement a metrics-based IDEA system for grant scoring
  - a. Require diversity data on organizations' programs, boards, staff, public communications, and audience
  - b. Give extra consideration to organizations that demonstrate commitment to IDEA
3. Strengthen data collection efforts and utilize such data to analyze the efficacy and impact of grant programs
4. Ensure a diverse group of grant review panelists and train them in accordance with IDEA Task Force Recommendations; pay panelists to ensure greater diversity in the panelist pool
5. Create mentorship opportunities whereby larger organizations can assist smaller organizations by sharing knowledge, resources, and program collaborations

## **GOAL TWO – Pandemic recovery efforts in the arts and culture sector and beyond**

**Lead the pandemic recovery of the nonprofit arts and culture sector in the District and play an important role in the District’s broader economic and social recovery efforts**

1. Update grantmaking procedures to:
  - a. Increase the efficiency of program delivery and adapt to evolution in the field such as increasing multi-disciplinarity
  - b. Simplify the application process (and provide technical assistance) consistent with IDEA Task Force Recommendations, including multilingualism
2. With the state arts agencies of Maryland and Virginia, explore the benefits of coordinating policies and programs and cultivating shared resources that address the needs of resident artists and arts organizations that draw audiences from all three of the jurisdictions comprising the DC Metropolitan Area.
3. Make multi-year funding available in as many grant programs as appropriate, helping to stabilize funding that is key to the sustainability of the cultural sector
4. When grants are announced, proactively set up meeting times with named grant managers for those who did not succeed, offering constructive feedback and technical assistance with future applications
5. Advocate for arts and cultural uses of vacant and underused commercial real estate as a means of neighborhood revitalization – creative placemaking – in the altered post-pandemic urban landscape
6. In the Arts Education Program, promote sequential programming and filling gaps in arts instruction; provide professional development, capacity building, and a community of practice among arts education providers; expand existing partnerships to improve arts education delivery

### **GOAL THREE – Communications and community connections**

**Improve communications, raise awareness of CAH programs, strengthen community connections between and among stakeholders in the field, and elevate the role of the arts and humanities throughout the District**

1. Build a powerful social media presence, forging stronger connections with younger audiences
2. Ensure the new website is user friendly (e.g., easy uploading) and interfaces smoothly with social media and mobile applications
3. Explore the possibility of developing or acquiring a website, possibly with non-governmental partners, that would serve as a calendar of local arts and cultural events, heavily marketed to both residents and visitors, on the model of Philadelphia's Uwishunu
4. Strengthen connections between and among stakeholders in the field to elevate the arts and humanities and connect them to other sectors including education, real estate and neighborhoods, e.g., building more active partnerships with BIDs and District Government initiatives such as Art All Night
5. Proactively expand the audience of people who are notified about agency opportunities using DC creative agencies representing MWBE, Black, Brown, and other historically marginalized groups, and by placing ads in Councilmembers' communications, ANCs, community organizations, and neighborhood newspapers; close the gap between internal and external stakeholders' perception of Agency work
6. Continue offering professional development opportunities for arts workers through the agency's 'Business of the Arts' series and sponsor participation in similar programs offered by other organizations; explore the possibility of developing a professional development internship program or an advanced certificate program in association with the University of the District of Columbia
7. Promote the agency's technical assistance in grant writing programs, utilizing the new social media and other functions of the website to a greater degree, as well as in-person workshops offered periodically in the community year-round
8. Consider a program offering technical assistance to artists and arts organizations that need help growing earned income or better utilizing new technologies for audience engagement and program development

## **GOAL FOUR – Alignment with District Government**

### **Strengthen alignment with both the Executive and Legislative branches of District Government**

1. Ensure that a senior member of CAH staff is tasked with responsibility for governmental relations – the newly established Chief of Staff position
  2. Utilize Commissioners to help improve relations with other branches of government, enhancing the position of the CAH arts and culture agenda at senior levels of District Government, e.g., by spearheading annual arts constituent visits with Councilmembers in each of the District's Wards
  3. Leverage the Chief of Staff position and the existing Legislative and Community Affairs Office to support and coordinate Commissioner activity in identifying critical arts and cultural development issues and in the pursuit of policy initiatives and partnerships across departmental and agency lines
  4. Build better relationships with other sectors of District government to address key needs for arts and humanities practitioners, such as:
    - a. Affordable housing
    - b. Affordable studio, rehearsal, and performance spaces
    - c. Healthcare
    - d. Pandemic recovery in all sectors, including creative placemaking and neighborhood revitalization throughout the District that will re-enliven civic spaces
- Since existing CAH resources are insufficient for these purposes, such efforts must be funded through partnering units of government.

5. Deepen and expand partnerships with other DC Government agencies:
  - a. Department of Housing and Community Development
  - b. DC Public Library
  - c. Department of Parks and Recreation
  - d. DC Public Schools
  - e. Public Charter School Board
  - f. Department of Public Works
  - g. Office of Zoning
  - h. Office of Planning
  - i. Mayor's Office of Community Affairs
    - 1) Mayor's Office on African Affairs

- 2) Mayor's Office on African American Affairs
  - 3) Mayor's Office on Asian and Pacific Islander Affairs
  - 4) Mayor's Office on Latino Affairs
  - 5) Mayor's Office of Lesbian, Gay, Bisexual, Transgender and Questioning Affairs
  - j. Department of Aging and Community Living
  - k. Office of the Deputy Mayor for Planning and Economic Development - DMPED
  - l. Office of Disability Rights
  - m. Office of Neighborhood Safety and Engagement
  - n. DC Youth Advisory Commission
  - o. Office of Cable Television, Film, Music and Entertainment (OCTFME)
6. Assemble the Steering Committee (per D.C. Official Code) to proactively suggest next steps for the Cultural Plan, e.g.:
- a. Better align the District's support for both the for-profit and nonprofit arts sectors, focusing on entrepreneurship and the creative community served, rather than on tax status, e.g., street, hip hop, and guerilla artists who also pursue their work in the commercial pop culture market
  - b. Better align arts and culture with the District's economic development goals

## **GOAL FIVE – Governance and organizational culture**

**Rethink governance and administrative protocols to improve Commissioner and staff relationships and morale and improve the CAH brand within District Government and in the broader community**

1. As necessary, pursue legislation to clarify the role of the Commission, and individual Commissioners, in the oversight of the Agency, resolving any ambiguities that blur the lines of authority between Commission oversight and day-to-day operations of the agency that are the responsibility of the Executive Director and staff reporting to the Executive Director, conforming D.C. Code with NEA requirements for state arts agencies
2. Revise CAH By-laws to clarify that:
  - a. Only the Chair and Executive Director have authority to commit or represent the agency in communication with the public or other units of DC Government
  - b. The Executive Director reports to the Commission in the person of its Chair
  - c. Committees of the Commission report to the full Commission
  - d. Agency staff report to the Executive Director, who is responsible and accountable for managing all day-to-day operations and performance of the agency, including its staff and budget
  - e. A Governance and Nominating Committee should be formed to facilitate communication among Commissioners on governance matters and to confer with the Mayor's Office of Talent and Appointments regarding appointments to the Commission. Commissioner appointments should be based on the current mix of Commissioner skills and an assessment of the attributes and skills desirable in new Commissioners, balancing the need for experienced Commissioners with the need to add new energies and skills to the Commission
  - f. Commissioners should be limited in the number of consecutive terms they can serve before a forced rotation, and a maximum length of service should be established
3. Augment and clarify conflict-of-interest policies and procedures to help Commissioners avoid any appearance of impropriety or the exercise of undue personal influence over the agency's day-to-day operations, grants, policies or governmental affairs
4. Undertake an annual retreat/program of orientation and onboarding for all new Commission members, led by the Governance Committee with CAH staff assistance
5. Reduce the number of Commission meetings from monthly to bi-monthly or fewer
6. Substantially reduce the number of Commissioners

7. Provide professional training in respectful confrontation and board development for all Commissioners, as a group, to promote a culture of dialogue and collaboration; provide professional IDEA training for all Commissioners and staff
8. Require all grant managers and agency leadership to complete grants management training through the Office of the City Administrator, and plan for a regular review of agency grantmaking processes with the OCA in order to ensure compliance with applicable laws, regulations, and best practices

## **PUBLIC ART**

The Public Art Program is a discreetly funded and integral element of agency work. In a parallel planning process, the Public Art Program is developing a multi-year Public Art Master Plan whose results will be reported on the same timeline as this plan. The Public Art Master Plan will utilize these specific lenses for considering Public Art and creative placemaking:

1. Artists and Curators
2. Arts and Community Organizations
3. Agency Partnerships
4. Public Audiences
5. Urban Design Legacy
6. Artistic Legacy

The Public Art Master Plan will guide the agency's decision-making and focus resource allocation. IDEA values will be embedded into all proposed outcomes specified by the Public Art Master Plan.



## Appendix A – CAH IDEA Task Force Recommendations

### Task Force Members

Reginald Van Lee, Task Force Leader  
Kay Kendall, Task Force Co-Chair, CAH Chairperson  
Cora Masters Berry, Task Force Co-Chair, CAH Commissioner  
Heran Sereke-Brhan, CAH Executive Director  
Rhona Wolfe Friedman, CAH Commissioner  
Natalie Hopkinson, CAH Commissioner  
Jose Alberto Ucles, CAH Commissioner  
Gretchen Wharton, CAH Commissioner  
Maggie Fitzpatrick, CAH Commissioner  
Quanice Floyd, CAH Commissioner  
Monica Ray, Community Member  
Davey Yarborough, Community Member  
Brian Allende, CAH Resource Allocation Analyst  
Lauren Dugas Glover, CAH Public Art Manager  
David Markey, CAH Deputy Director  
Khalid Randolph, CAH Grants Programs Manager  
Jeffrey Scott, CAH Chief of External Affairs  
J. Carl Wilson, Jr., CAH General Counsel

## DC CAH TASK FORCE RECOMMEDATIONS

| TOPIC   | RECOMMENDATION   | TIME LINE | COSTS   | RESPONSIBILITY                  |
|---|--|-----------|---|---------------------------------|
| <b>MULTILINGUALISM</b>  |  |           |   |                                 |
|   | Proactively advertise (e.g., website and elsewhere) the existing service around information provided in multiple languages (especially Spanish) upon request- grant applications, all materials, language interpreters | 2Q        | \$2,000<br>starting point<br>for welcome<br>messaging | Communications and Grants staff |
| <b>DIVERSITY &amp; EQUITY REPRESENTATION IN GRANTEE ORGANIZATIONS</b> |  |           |   |                                 |
|   | Require diversity data in mid year reports on organizations' boards, staff, constituents. Include questions on next grant cycle applications   | 2Q        | No Cost   | Grants staff                    |
| <b>CLEAN HANDS REQUIREMENT CLARIFICATION</b>                          |  |           |   |                                 |
|   | Clarify that the current policy allows those on payment plans to apply (Not to be publicized)  | 2Q        | No Cost   | Grants staff                    |
| <b>MATCHING REQUIREMENT ADJUSTMENT</b>                                |  |           |   |                                 |
|   | Waive the matching requirement for GOS grants for all organizations with budgets of \$500K or below. (The prior threshold was \$250K)  | 2Q        | No Cost   | Grants staff                    |
| <b>COMMUNICATIONS OUTREACH</b>  |  |           |   |                                 |

|   |       |     |                |
|---|-------|-----|----------------|
| Explore the possibility of using Instagram/social media for 2-way communication between staff and artists/community.  | 2Q    | TBD | Communications |
| Improve visibility of arts, exhibitions, productions, and allow for the community to reach/communicate with artists and organizations (DC Arts in Real Time)  | 3Q    | TBD | Communications |
| Establish a robust outreach plan that includes local print, tv and radio media, partnerships with creative organizations to advertise and make referrals. Develop social media campaign that targets at promise populations   | 2Q/3Q | TBD | Communications |
| Initiate community-based, art-informed public messaging campaigns using District-based creative agencies representing Black, Brown, and other historically marginalized groups to creatively share information about CAH opportunities for funding and examples of CAH-funded projects.   | 3Q    | TBD | Communications |
| Proactively widen the audience of people who are notified by communicating with a wide variety of groups and by placing ads in key spots, i.e. DC Council's Communications' offices, to ANCs, community organizations, and neighborhood newspapers. Seek ways to engage broader community in CAH messaging through school and community competitions for CAH poster and public messaging campaigns. | 2Q    | TBD | Communications |

|  |    |        |                     |
|--|----|--------|---------------------|
| Utilize MWBE classification across the entire ecosystem. Advertise all MWBE programs and targets.  | 2Q | TBD    | Communications      |
| Establish definition of equity and inclusion using Task Force definitions. Publish these definitions on the website and in all grant guidelines. | 2Q | TBD    | Communications      |
| Offer convenient times for staff to meet with working community members, including evening hours.  | 2Q | Review | ED & Staff members  |
| BUDGET: Accommodate within current budget as possible, but revisit overall as necessary.   | 2Q |        | ED & Communications |

#### WEB UPGRADES/UPDATES

|   |       |             |                          |
|---|-------|-------------|--------------------------|
| Ensure that the website currently being re-done includes additional interactive capabilities--perhaps through social media and mobile applications. List resources using clear, attractive and accessible presentation.   | 2Q/3Q | TBD         | Communications and Staff |
| Customize portal to make it more user-friendly. Make uploading data for applications easier. Find a better portal that is interactive and user friendly; simplify the process. Assign/hire a person (or persons) to specialize on Jungle Laser or train a current grants manager to be the point person. Research the possibility of a private/public partnership that would assess our data architecture pro bono. | 3 Q   | \$50 - 100K | CAH and Grants staff     |

#### FINANCIAL UPDATES FOR PANELS

|  |     |         |              |
|--|-----|---------|--------------|
| Call applicants for updates on financials before panels. Add to grant managers' responsibilities if deemed necessary. Review annually. | 2 Q | No Cost | Grants staff |
|--|-----|---------|--------------|

## GRANTEE DEBRIEFS

Require grant managers to let all applicants who fail to get a grant know that they have a 30-day window for debriefings. Require a second email to ensure the communication. Give direct info on how to communicate with grant managers so that there is no slippage in receiving messages. At the time grant winners are announced, set up definite meeting dates and times with those who did not succeed. If they do not want to attend, it is up to artist/organization to let the staff know. Responsibility of the Commission to initiate concrete steps to offer positive feedback and assistance. Do not wait. Be proactive. Publicize on the website and other media that we offer this to those who did not receive a grant.

2Q

No Cost

Grants staff,  
Communications and  
Marketing

CAH will establish a process that all unsuccessful applicants shall receive scoring notes and rubrics automatically. Publicize that we offer this to those who did not receive a grant.

2Q

No Cost

Grants staff,  
Communications and  
Marketing

## COMMUNITY INTERACTION

Interact more with community and answer questions related to grants, grant writing as well as provide information about the Commission, its budget and operations i.e., Dir. and Commissioners dialogue/facetime with Councilmembers.

2Q/3Q

TBD

Executive Director,  
Commissioners and  
Staff

|   |       |     |   |
|---|-------|-----|---|
| Set up 'Commission Stations' for staff and community interaction- virtually now, and post-COVID in public facilities such as schools, museums and libraries. Establish a consistent dialogue (e.g., quarterly town halls) between Executive Director, Commissioners and City Council members. (Commissioner from Councilmember wards) Priority on at promise communities. | 2Q/3Q | TBD | Executive Director, Commissioners and Staff |
| Develop a plan to conduct a survey of community needs and Commission performance every two years.   | 3Q/4Q | TBD | Commissioners and Staff                     |

## PANEL DIVERSITY & MANAGEMENT

|  |    |         |                                |
|--|----|---------|--------------------------------|
| Enlist and actively seek new panelists that represent the community. Establish pods in communities (PICS) and use the Commission Stations (staff and community interaction venues). Do better outreach. Talk to the churches. Ask Commissioners and the community to provide recommendations. Put panelist application on CAH website and highlight it when grants are announced.  | 2Q | TBD     | Executive Director and Staff   |
| Choose a diverse group of panelists who best reflect the composition and demographics of our city and who are advocates for the arts community. Keep a rubric of qualifications for ideal demographics of panelists. Set equity and inclusion targets for the pool of grant reviewers. Ensure that wards have adequate and equitable representation on grant panels, with a focus on Black, Brown, and other historically excluded groups. | 2Q | No Cost | Grants staff and Commissioners |
| Submit legislation to the Council for payment of panelists. This will help secure working people on the panels and shows respect for their time. Follow NEA guidelines for panelist payment amount.  | 2Q | TBD     | General Counsel                |

|  |       |         |   |
|--|-------|---------|---|
| Create Panelist Committee as a standing committee  | 2Q    | No Cost | Commission Chair and Commissioners            |
| <b>PANELIST PREPARATION</b>  |       |         |   |
| Spend more time with panelists before the panels.<br>Reinforce and standardize current training with 'How To' video as part of their prep  | 2Q/3Q | \$3K    | Grants staff and Panelists Committee          |
| <b>COMMISSIONER TERM LIMITS</b>  |       |         |   |
| Consider Commissioner term limits to bring fresh perspectives, drive accountability and ensure equity. Potentially two consecutive three-year terms and rotating off for one year before consideration of reappointment. | 3Q    | No Cost | Chair and General Counsel                     |
| <b>COMMITTEE CHAIR DECISION MAKING</b>   |       |         |   |
| Ensure that an IDEA lens is applied in the new by-laws to the selection of the Committee Chairs, Committee membership assignments and decisions  | 2Q    | No Cost | Chair, General Counsel, and By-Laws Committee |
| <b>COMMISSIONER/STAFF TEAM BUILDING</b>  |       |         |   |
| Plan a retreat for team building amongst Commissioners, amongst Staff, and between Commissioners and Staff.  | 3Q    | TBD     | Chair and Executive Director                  |
| <b>DIRECT FINANCIAL SUPPORT</b>  |       |         |   |
| Create a category of grants/direct financial support for disabled, BIPOC, LGBTQ+ arts administrators and organizations   | 2Q/3Q | TBD     | Grants staff                                  |

## HELPING SMALLER ORGANIZATIONS GROW

|  |     |     |   |
|--|-----|-----|---|
| Help smaller organizations grow by evaluating the feasibility of using different formulas than are currently being used. Using the same selection criteria, consider increasing the cohort size mix by adding 15 qualified new grantees with annual budgets of \$500K or less. | 2Q  | TBD | Grants staff to Grants Committee to Commissioners |
| Consider multi-year funding  | TBD | TBD | Grants staff and Executive Director               |
| Consider mechanisms for providing grant writing support  | TBD | TBD | Grants staff                                      |

## GEOGRAPHIC EQUITY

|  |    |         |   |
|--|----|---------|---|
| Create equity throughout the wards by ensuring that geography is an important consideration in IDEA. Using the same selection criteria, consider adding at least 10 qualified new grantees from EOTR | 2Q | No Cost | Grants staff to Grants Committee to Commissioners |
|--|----|---------|---|

## EXPANDING SPECIAL GRANT CATEGORIES

|  |     |         |   |
|--|-----|---------|---|
| Based on findings of the baseline data, consider establishing an open applications period for "special projects" for emerging and expanding artists and organizations.   | TBD | No Cost | Executive Director, specific assigned staff person(s). Input and review from total staff and Commissioners. |
| Based on findings of the baseline data, consider establishing different grant categories within various grant venues (e.g., for emerging and established artists and organizations, as well as Black, Brown and historically excluded groups.) | TBD | No Cost | Executive Director, specific assigned staff person(s). Input and review from total staff and Commissioners. |

## EQUITY TRAINING FOR COMMISSIONERS AND STAFF



|   |       |         |                              |
|---|-------|---------|------------------------------|
| List equity training resources on website for the community to easily see and use.  | 2Q    | No Cost | Communications               |
| Conduct equity training by a hired outside professional TBD, whether entire commission trains as one group or separate for staff and commissioners. | 2Q/3Q | TBD     | Executive Director and Chair |

## EQUITY & INCLUSION TARGETS

|   |  |         |                            |
|---|--|---------|----------------------------|
| Conduct a study to establish baseline data on how grants are currently distributed with the goal of reallocation of funding to align with race and other demographics. Consider increasing the number of African American grantees by at least 10%. Use available tools and resources. Consider outside help for analysis and insight development as required.  | 9 months to establish reallocation for FY 2022; three years to fully align with city statistics; By Jan 2021 for FY 2022 | TBD     | Grants Committee and Staff |
| Develop and implement a metric system for equity to be included in grant scoring by giving extra points/value/consideration to organizations that employ and execute equity, inclusion in various forms such as programs, events, staff, Board, public communications and other areas. Conduct a thorough review of outcomes after each metric system is added. Suggest implementing a ladder approach to measure outcomes. | 3Q (April-May) with scaffolding of steps, Q4 with published results. Staff reporting to Commission, establish timeline.  | No Cost | Grants Committee and Staff |

## EQUITY LENS AND MATRIX APPLIED TO ALL GRANTS

(A) Ensure that the pool of CAH applicants for both individual grants and GOS institutional and project grants shift by at least 5-10% each year to include arts organizations and individual artists who have not received city investments, especially Black, Brown, and other historically excluded groups . (B) Require grant managers to be accountable to equity targets in the pool of applicants each grant cycle (C) Revise language and criteria for grants to include an equity lens according to definitions developed by the Equity Task Force. D) Require bi-annual reports from CAH Staff on progress toward equity goals.

2Q (Jan-March)

No Cost

Executive Director,  
Specific Staff assigned,  
with review by  
Commission.

(A) Analyze grants to define how an equity lens can be applied. (B) Define artistic merit/excellence and publish on website and in grant guidelines. Discuss with grant applicants and include in all grant guidelines. Use Task Force definitions where applicable for grant proposals. (C) Analysis should have input from staff and Commissioners. (D) Develop quarterly progress reports to Commissioners of the revision of grants guidelines and outcomes (goals) regarding equity.

2Q (Jan-March)

No Cost

Executive Director,  
Specific Staff assigned,  
with review by  
Commission.

#### APPLY EQUITY LENS TO BUDGET SUPPORT ACT

Apply equity lens to the Budget Supports Act and challenge existence of the law and cohorts defined in that law

2Q

No Cost

General Counsel and  
Commissioners

#### CREATE IDEA STANDING COMMITTEE

Create IDEA Standing Committee

2Q

No Cost

Chair and Commissioners

## Appendix B – Stakeholders Interviewed


## 2021-23 DC CAH STRATEGIC PLAN INTERVIEW LIST

### Commissioners and Task Force Members

| NAME               | POSITION/ROLE              | AGENCY/ORG          |
|--------------------|----------------------------|---------------------|
| Gretchen Wharton   | Grants Committee Chair     | CAH-Board           |
| Alma Gates         | Public Art Committee Chair | CAH-Board           |
| Cora Masters Barry | Commissioner               | CAH-Board           |
| Natalie Hopkinson  | Commissioner               | CAH-Board           |
| Rhona Friedman     | Commissioner               | CAH-Board           |
| Kay Kendall        | Commissioner               | CAH-Board           |
| Jose Ucles         | Commissioner               | CAH-Board           |
| Kymber Menkiti     | Commissioner               | CAH-Board           |
| Hector Torres      | Commissioner               | CAH Board           |
| Maggie Fitzpatrick | Commissioner               | CAH IDEA Task Force |
| Reggie Van Lee     | Community Member           | CAH IDEA Task Force |
| Elaine Harris      | Community Member           | CAH IDEA Task Force |
| Monica T. Ray      | Community Member           | CAH IDEA Task Force |
| Davey Yarbrough    | Community Member           | CAH IDEA Task Force |

### DC Government Officials


| NAME                  | POSITION/ROLE        | AGENCY/ORG  |
|-----------------------|----------------------|---|
| Andrew Trueblood      | Director             | DC Office of Planning                                 |
| Angie Gates           | Director             | DC Office of Cable TV, Film, Music, and Entertainment |
| Maryann Lombardi      | Associate Director   | DC Creative Affairs Office                            |
| Richard Reyes-Gavilan | Executive Director   | DC Public Library                                     |
| Christine V. Davis    | Interim Director     | DC Dept Public Works                                  |
| Nancee Lyons          | MuralsDC Coordinator | DC Dept Public Works                                  |



|                     |                                 |                                   |
|---------------------|---------------------------------|-----------------------------------|
| Sandy Bellamy       | Percent for Art Program Manager | DC Dept General Services          |
| John Falcicchio     | Deputy Mayor                    | Planning and Economic Development |
| Sharon Carney       | Chief of Staff                  | Planning and Economic Development |
| Beverly Perry       | Senior Advisor                  | Executive Office of the Mayor     |
| Phil Mendelson      | Chairman                        | DC Council                        |
| Brianne Nadeau      | Councilmember Ward 1            | DC Council                        |
| Brooke Pinto        | Councilmember Ward 2            | DC Council                        |
| Robert White        | Councilmember At Large          | DC Council                        |
| Christina Henderson | Councilmember At Large          | DC Council                        |

### Community Members

| NAME                | POSITION/ROLE                                    | AGENCY/ORG                      |
|---------------------|--|---------------------------------|
| Anthony Williams    | CEO of Federal City Council / Former Mayor of DC |                                 |
| Arthur Espinoza     | Former Executive Director of CAH                 |                                 |
| Neil Albert         | President and Executive Director                 | DowntownDC                      |
| Edgar Dobie         | Executive Director                               | Arena Stage                     |
| Peter Nesbett       | Executive Director                               | Washington Project for the Arts |
| Maureen Dwyer       | Executive Director                               | Sitar Arts Center               |
| Peter Jablow        | President and CEO                                | Levine Music                    |
| Chris Naoum         | Founder  | Listen Local First DC           |
| Victoria Baatin     | Director of Social Impact                        | Kennedy Center                  |
| Sandra Beasley      | Poet and Lecturer at American University         |                                 |
| Margery E. Goldberg | Founder and Creator                              | Zenith Gallery                  |





**CAH Staff**

| <b>NAME</b>         | <b>POSITION/ROLE</b>           | <b>AGENCY/ORG</b> |
|---------------------|--------------------------------|-------------------|
| Heran Sereke-Brhan  | Executive Director             | CAH               |
| Jeffrey Scott       | Chief of Staff                 | CAH               |
| Lauren Dugas Glover | Public Art Manager             | CAH               |
| Valerie Best        | Operations Director            | CAH               |
| Brian Allende       | Resource Allocation Officer    | CAH               |
| Carl Wilson         | General Counsel                | CAH               |
| David Markey        | Deputy Director                | CAH               |
| Sarah Gordon        | Curator                        | CAH               |
| Alissa Maru         | Public Art Program Coordinator | CAH               |
| Alorie Clark        | Arts Learning Coordinator      | CAH               |
| Kevin Hasser        | Grants Programs Manager        | CAH               |
| Khalid Randolph     | Grants Programs Manager        | CAH               |
| Robert Nunez        | Grants Programs Manager        | CAH               |

**Participants in March 30 and 31, 2021 Public Meetings**

| <b>NAME</b>        |                    |                         |                       |
|--------------------|--------------------|-------------------------|-----------------------|
| Adele Robey        | Gwydion Suilebhan  | Maureen Dunn            | Shanara Gabrielle     |
| Adriana Babic      | Jackie Carter      | Micha Winkler Thomas    | Sondra N. Arkin       |
| Alejandro Gongora  | Janice Marks       | Michele Banks           | Susan Lynskey         |
| Anne Troy          | Jeri Green         | Mollie Salah            | Sveta Wilkson         |
| Benisse Lester     | Jessica Teachey    | Nancy Miyahira          | Tara Campbell         |
| Beth Akiyama       | John Good          | Noel Schroeder          | Tara Compton          |
| Bridget Zangueneh  | Jonathan B. Tucker | Pamela Wessing          | Tehvon Fowler-Chapman |
| Chuck Hicks        | Jordana Mishory    | Patricia Wheeler        | Terri O'Donnell       |
| Dennis Houlihan    | Julio Valdez       | Paula Coleman           | Tyrone Giordano       |
| Diana Movius       | Karen L. Harris    | Sally Canzoneri         | Valerie Chisholm      |
| Donnell Kie        | Liz Ashe           | Sara McDonough          |                       |
| George Lima        | Mac Norton         | Sara Trautman-Yegenoglu |                       |
| Gillian Drake      | Marilyn Thomas     | Sarah J. Ewing          |                       |
| Graham Smith-White | Mark Chalfant      | Shaina Kuhn             |                       |